

<b>STANDARD FORM 98</b> Rev. Feb. 1973 <b>U.S. DEPARTMENT OF LABOR</b> Employment Standards Administration		<b>NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE</b>  <i>(See Instructions on Reverse)</i>		1. NOTICE NO.  <div style="font-size: 2em; font-weight: bold;">A 77</div>							
<b>MAIL TO:</b>  <div style="border: 1px solid black; padding: 10px; text-align: center;"> <b>Administrator</b>  <b>Wage and Hour Division</b>  <b>U.S. Department of Labor</b>  <b>Washington, D.C. 20210</b> </div>			2. Estimated solicitation date <i>(use numerals)</i> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Month</td> <td style="width: 33%;">Day</td> <td style="width: 33%;">Year</td> </tr> <tr> <td>05</td> <td>23</td> <td>05</td> </tr> </table>			Month	Day	Year	05	23	05
Month	Day	Year									
05	23	05									
			3. Estimated date bids or proposals to be opened or negotiations begun <i>(use numerals)</i> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Month</td> <td style="width: 33%;">Day</td> <td style="width: 33%;">Year</td> </tr> <tr> <td>6</td> <td>23</td> <td>05</td> </tr> </table>			Month	Day	Year	6	23	05
			Month	Day	Year						
			6	23	05						
4. Date contract performance to begin <i>(use numerals)</i> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Month</td> <td style="width: 33%;">Day</td> <td style="width: 33%;">Year</td> </tr> <tr> <td>11</td> <td>02</td> <td>05</td> </tr> </table>			Month	Day	Year	11	02	05			
Month	Day	Year									
11	02	05									
5. PLACE(S) OF PERFORMANCE Oak Ridge, TN		6. SERVICES TO BE PERFORMED <i>(describe)</i> Multidisciplinary Security services, including paramilitary protective forces									
7. INFORMATION ABOUT PERFORMANCE <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <b>A.</b> <input checked="" type="checkbox"/> Services now performed by a contractor         </div> <div style="width: 30%;"> <b>B.</b> <input type="checkbox"/> Services now performed by Federal employees         </div> <div style="width: 30%;"> <b>C.</b> <input type="checkbox"/> Services not presently being performed         </div> </div>											
8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> <b>a. Name and address of incumbent contractor</b>             Wackenhut Services Incorporated             161 Mitchell Road            Oak Ridge TN 37830         </td> <td style="width: 50%; vertical-align: top;"> <b>b. Number(s) of any wage determination(s) in incumbent's contract</b>             94-2493, rev 19, 20             98-0688, rev 2         </td> </tr> </table>						<b>a. Name and address of incumbent contractor</b>  Wackenhut Services Incorporated  161 Mitchell Road Oak Ridge TN 37830	<b>b. Number(s) of any wage determination(s) in incumbent's contract</b>  94-2493, rev 19, 20  98-0688, rev 2				
<b>a. Name and address of incumbent contractor</b>  Wackenhut Services Incorporated  161 Mitchell Road Oak Ridge TN 37830	<b>b. Number(s) of any wage determination(s) in incumbent's contract</b>  94-2493, rev 19, 20  98-0688, rev 2										
<b>C. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements</b>  International Union Security, Police, and Fire Professionals Local 109  International Guards Union of America Local 3			<div style="border: 1px solid black; padding: 5px;"> <b>RESPONSE TO NOTICE</b>  <i>(by Department of Labor)</i> </div> <div style="margin-top: 10px;"> <b>A.</b> <input checked="" type="checkbox"/> The attached wage determination (s) listed below apply to procurement.   <div style="font-size: 1.2em; margin-left: 20px;"> <u>94-2493, Rev. 21</u>  <u>98-0688, Rev. 2</u> </div> </div>								
9. OFFICIAL SUBMITTING NOTICE  <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">SIGNED:</td> <td style="width: 50%;">DATE</td> </tr> <tr> <td style="height: 40px;"></td> <td></td> </tr> <tr> <td>TYPE OR PRINT NAME:</td> <td>TELEPHONE NO.</td> </tr> </table>			SIGNED:	DATE			TYPE OR PRINT NAME:	TELEPHONE NO.	<div style="margin-top: 10px;"> <b>B.</b> <input type="checkbox"/> As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.         </div> <div style="margin-top: 10px;"> <b>C.</b> <input type="checkbox"/> From information supplied, the Service Contract Act does not apply <i>(see attached explanation)</i>.         </div> <div style="margin-top: 10px;"> <b>D.</b> <input type="checkbox"/> Notice returned for additional information <i>(see attached explanation)</i>.         </div>		
SIGNED:	DATE										
TYPE OR PRINT NAME:	TELEPHONE NO.										
10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SEND AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.     			<div style="margin-top: 20px;">           Signed:   <div style="text-align: center; margin-top: 5px;"> <i>(U.S. Department of Labor)</i>  <u>5/6/05</u> </div> </div>								

<b>STANDARD FORM 98a</b> February 1973 <b>U.S. DEPARTMENT OF LABOR</b> Employment Standards Administration	<b>NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE</b> (Attachment A)		11. NOTICE NO. A77
12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED	
Administrative Assistant I	5		
Administrative Assistant II	1		
Administrative Assistant III	4		
Major	4		
Captain	21		
Leutenant	19		
Security Officer (SO)	16		
Security Police Officer (SPO II)	394		
Security Police Officer (SPO III)	120		
CAS Operator	33		
Scheduler	3		
Protective Force Administration Officer	1		
Security Planner IV	2		
Operations Support Coordinator	12		
Protective Force Operations Officer	1		
Armorer	1		
Curriculum Developer I	1		
Curriculum Developer II	1		
Reports and Data Coordinator I	1		
Reports and Data Coordinator III	1		
ESS Coordinator	1		
Physical Fitness Coordinator	3		
Range Safety Officer	1		
Firearms Instructor	7		
Range Master	1		
Sergeant	20		

<b>STANDARD FORM 98a</b> February 1973 <b>U.S. DEPARTMENT OF LABOR</b> Employment Standards Administration		<b>NOTICE OF INTENTION TO MAKE  A SERVICE CONTRACT AND RESPONSE TO NOTICE</b> (Attachment A)		11. NOTICE NO. A77
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Tactics Instructor	4			
Tactics Instructor Supervisor	1			
Administrative Assistant III	2			
IOSC Specialist V	2			
OPSEC Specialist III	1			
Security Education Specialist	1			
CMPC Specialist IV	2			
CMPC Specialist V	2			
Cyber Security Specialist I	1			
Cyber Security Specialist III	2			
Cyber Security Specialist IV	4			
Cyber Security Specialist V	3			
Cyber Security Specialist VI	4			
Technical Administrative Assistant I	1			
TSCM Specialist	2			
HRP Specialist I	1			
HRP Specialist II	2			
Personnel Security Specialist I	1			
Personnel Security Specialist II	2			
Personnel Security Specialist III	6			
Personnel Security Specialist IV	2			
Performance Testing Specialist II	2			
Performance Testing Specialist IV	6			

199806882

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 1998-0688  
Revision No.: 2  
Date of Last Revision: 07/16/2002

State: Tennessee

Area: Tennessee County of Anderson

Employed on U.S. Department of Energy contracts for paramilitary protective force, information security, personnel security, and counterintelligence services across the Oak Ridge Reservation, including Y-12, ETPP, ORNL and the Federal Building.

Collective Bargaining Agreement between Wackenhut Services, Inc., Oak Ridge, Oak Ridge Protective Force and International Guards Union of America, Local 3 effective November 15, 2001 through December 13, 2006.

Collective Bargaining Agreement between Wackenhut Services, Inc., Oak Ridge, Y-12 Site and International Guards Union of America, Local 3 effective November 15, 2001 through November 15, 2006.

Collective Bargaining Agreement between Wackenhut Services, Inc., Oak Ridge, ORNL Site and International Guards Union of America, Local 3 effective November 15, 2001 through November 15, 2006.

Collective Bargaining Agreement between Wackenhut Services, Inc., Oak Ridge, ETPP Site and International Union Plant Guard Workers of America, Local 109 effective January 28, 2002 through January 30, 2007.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

94-2493 TN, KNOXVILLE

WAGE DETERMINATION NO: 94-2493 REV (21) AREA: TN, KNOXVILLE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2494

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 1994-2493  
Revision No.: 21  
Date Of Revision: 04/19/2005

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State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,  
Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,  
Roane, Scott, Sevier, Union

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.05
01012 - Accounting Clerk II	10.98
01013 - Accounting Clerk III	11.93
01014 - Accounting Clerk IV	13.34
01030 - Court Reporter	14.83
01050 - Dispatcher, Motor Vehicle	14.43
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	11.52
01110 - Film/Tape Librarian	10.62
01115 - General Clerk I	8.20
01116 - General Clerk II	9.74
01117 - General Clerk III	11.85
01118 - General Clerk IV	13.29
01120 - Housing Referral Assistant	16.42
01131 - Key Entry Operator I	10.13
01132 - Key Entry Operator II	13.19
01191 - Order Clerk I	9.75
01192 - Order Clerk II	13.65
01261 - Personnel Assistant (Employment) I	9.51
01262 - Personnel Assistant (Employment) II	11.29
01263 - Personnel Assistant (Employment) III	13.73
01264 - Personnel Assistant (Employment) IV	15.42
01270 - Production Control Clerk	16.26
01290 - Rental Clerk	10.62
01300 - Scheduler, Maintenance	13.36
01311 - Secretary I	13.36
01312 - Secretary II	14.83
01313 - Secretary III	16.42
01314 - Secretary IV	18.28

01315 - Secretary V	20.22
01320 - Service Order Dispatcher	14.26
01341 - Stenographer I	12.74
01342 - Stenographer II	14.33
01400 - Supply Technician	18.28
01420 - Survey Worker (Interviewer)	12.40
01460 - Switchboard Operator-Receptionist	11.50
01510 - Test Examiner	14.61
01520 - Test Proctor	14.61
01531 - Travel Clerk I	10.76
01532 - Travel Clerk II	11.46
01533 - Travel Clerk III	12.33
01611 - Word Processor I	11.15
01612 - Word Processor II	12.38
01613 - Word Processor III	14.74
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.40
03041 - Computer Operator I	12.28
03042 - Computer Operator II	13.73
03043 - Computer Operator III	16.63
03044 - Computer Operator IV	17.95
03045 - Computer Operator V	19.87
03071 - Computer Programmer I (1)	18.73
03072 - Computer Programmer II (1)	23.22
03073 - Computer Programmer III (1)	25.01
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.84
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.28
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.56
05010 - Automotive Glass Installer	13.35
05040 - Automotive Worker	13.35
05070 - Electrician, Automotive	14.03
05100 - Mobile Equipment Servicer	11.97
05130 - Motor Equipment Metal Mechanic	14.69
05160 - Motor Equipment Metal Worker	13.35
05190 - Motor Vehicle Mechanic	14.48
05220 - Motor Vehicle Mechanic Helper	11.43
05250 - Motor Vehicle Upholstery Worker	12.66
05280 - Motor Vehicle Wrecker	13.35
05310 - Painter, Automotive	15.91
05340 - Radiator Repair Specialist	13.35
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	14.48
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.38
07010 - Baker	10.96
07041 - Cook I	9.46
07042 - Cook II	10.55
07070 - Dishwasher	7.80
07130 - Meat Cutter	12.42
07250 - Waiter/Waitress	7.79
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.90
09070 - Furniture Refinisher	15.48
09100 - Furniture Refinisher Helper	12.42
09110 - Furniture Repairer, Minor	13.93

09130 - Upholsterer	15.48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.43
11060 - Elevator Operator	8.70
11090 - Gardener	11.57
11121 - House Keeping Aid I	7.75
11122 - House Keeping Aid II	8.89
11150 - Janitor	10.15
11210 - Laborer, Grounds Maintenance	9.53
11240 - Maid or Houseman	7.75
11270 - Pest Controller	13.16
11300 - Refuse Collector	11.58
11330 - Tractor Operator	12.24
11360 - Window Cleaner	10.60
12000 - Health Occupations	
12020 - Dental Assistant	12.02
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.22
12071 - Licensed Practical Nurse I	11.67
12072 - Licensed Practical Nurse II	13.07
12073 - Licensed Practical Nurse III	14.64
12100 - Medical Assistant	11.33
12130 - Medical Laboratory Technician	12.23
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.15
12222 - Nursing Assistant II	9.06
12223 - Nursing Assistant III	9.99
12224 - Nursing Assistant IV	11.22
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.36
12311 - Registered Nurse I	19.16
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	26.04
12315 - Registered Nurse III, Anesthetist	26.04
12316 - Registered Nurse IV	30.91
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.37
13011 - Exhibits Specialist I	15.73
13012 - Exhibits Specialist II	19.86
13013 - Exhibits Specialist III	25.22
13041 - Illustrator I	15.13
13042 - Illustrator II	19.86
13043 - Illustrator III	25.22
13047 - Librarian	20.94
13050 - Library Technician	10.78
13071 - Photographer I	11.91
13072 - Photographer II	15.73
13073 - Photographer III	19.86
13074 - Photographer IV	25.55
13075 - Photographer V	30.07
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.75
15030 - Counter Attendant	7.75
15040 - Dry Cleaner	10.12
15070 - Finisher, Flatwork, Machine	7.75
15090 - Presser, Hand	7.75
15100 - Presser, Machine, Drycleaning	7.75
15130 - Presser, Machine, Shirts	7.75
15160 - Presser, Machine, Wearing Apparel, Laundry	7.75

15190 - Sewing Machine Operator	10.82
15220 - Tailor	11.52
15250 - Washer, Machine	8.57
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.31
19040 - Tool and Die Maker	18.29
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.46
21020 - Material Coordinator	14.86
21030 - Material Expediter	14.86
21040 - Material Handling Laborer	11.28
21050 - Order Filler	10.28
21071 - Forklift Operator	12.52
21080 - Production Line Worker (Food Processing)	12.52
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	12.47
21140 - Store Worker I	10.08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.63
21210 - Tools and Parts Attendant	12.52
21400 - Warehouse Specialist	12.52
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.28
23040 - Aircraft Mechanic Helper	15.20
23050 - Aircraft Quality Control Inspector	20.72
23060 - Aircraft Servicer	17.05
23070 - Aircraft Worker	18.03
23100 - Appliance Mechanic	15.48
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	17.84
23130 - Carpenter, Maintenance	15.48
23140 - Carpet Layer	14.73
23160 - Electrician, Maintenance	18.72
23181 - Electronics Technician, Maintenance I	16.95
23182 - Electronics Technician, Maintenance II	17.82
23183 - Electronics Technician, Maintenance III	18.65
23260 - Fabric Worker	15.32
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.56
23340 - Fuel Distribution System Mechanic	17.74
23370 - General Maintenance Worker	14.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.22
23430 - Heavy Equipment Mechanic	16.22
23440 - Heavy Equipment Operator	13.97
23460 - Instrument Mechanic	20.52
23470 - Laborer	10.73
23500 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	19.19
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	12.42
23640 - Millwright	16.60
23700 - Office Appliance Repairer	15.48
23740 - Painter, Aircraft	18.16
23760 - Painter, Maintenance	15.48
23790 - Pipefitter, Maintenance	17.01
23800 - Plumber, Maintenance	16.23
23820 - Pneudraulic Systems Mechanic	16.22
23850 - Rigger	16.95
23870 - Scale Mechanic	14.74
23890 - Sheet-Metal Worker, Maintenance	16.22
23910 - Small Engine Mechanic	14.74



23930 - Telecommunication Mechanic I	17.91
23931 - Telecommunication Mechanic II	18.72
23950 - Telephone Lineman	17.91
23960 - Welder, Combination, Maintenance	16.22
23965 - Well Driller	16.22
23970 - Woodcraft Worker	16.22
23980 - Woodworker	13.22
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.66
24580 - Child Care Center Clerk	10.78
24600 - Chore Aid	8.51
24630 - Homemaker	13.40
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.21
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	18.21
25190 - Ventilation Equipment Tender	12.61
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
(not set) - Police Officer	16.22
27004 - Alarm Monitor	13.60
27006 - Corrections Officer	13.60
27010 - Court Security Officer	14.38
27040 - Detention Officer	13.60
27070 - Firefighter	13.29
27101 - Guard I	9.14
27102 - Guard II	11.51
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.40
28020 - Hatch Tender	14.40
28030 - Line Handler	14.40
28040 - Stevedore I	13.02
28050 - Stevedore II	14.44
29000 - Technical Occupations	
21150 - Graphic Artist	17.05
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.55
29024 - Archeological Technician II	17.39
29025 - Archeological Technician III	21.52
29030 - Cartographic Technician	23.50
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.84
29040 - Civil Engineering Technician	18.74
29061 - Drafter I	11.77
29062 - Drafter II	13.21
29063 - Drafter III	17.37
29064 - Drafter IV	21.52
29081 - Engineering Technician I	14.20
29082 - Engineering Technician II	15.93
29083 - Engineering Technician III	19.58
29084 - Engineering Technician IV	23.44
29085 - Engineering Technician V	25.44
29086 - Engineering Technician VI	30.80
29090 - Environmental Technician	18.02
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.80
29210 - Laboratory Technician	15.86
29240 - Mathematical Technician	16.20
29361 - Paralegal/Legal Assistant I	15.31

29362 - Paralegal/Legal Assistant II	17.03
29363 - Paralegal/Legal Assistant III	20.78
29364 - Paralegal/Legal Assistant IV	25.20
29390 - Photooptics Technician	18.85
29480 - Technical Writer	23.31
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.52
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.86
29622 - Weather Observer, Upper Air (3)	14.86
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.73
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	13.62
31300 - Taxi Driver	8.96
31361 - Truckdriver, Light Truck	14.21
31362 - Truckdriver, Medium Truck	15.01
31363 - Truckdriver, Heavy Truck	16.24
31364 - Truckdriver, Tractor-Trailer	16.24
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.21
99030 - Cashier	8.32
99041 - Carnival Equipment Operator	10.21
99042 - Carnival Equipment Repairer	10.88
99043 - Carnival Worker	8.11
99050 - Desk Clerk	9.16
99095 - Embalmer	20.53
99300 - Lifeguard	10.52
99310 - Mortician	23.06
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04
99500 - Recreation Specialist	12.45
99510 - Recycling Worker	14.60
99610 - Sales Clerk	10.67
99620 - School Crossing Guard (Crosswalk Attendant)	9.81
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	16.28
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.80
99660 - Surveying Aide	10.79
99690 - Swimming Pool Operator	13.39
99720 - Vending Machine Attendant	11.28
99730 - Vending Machine Repairer	13.39
99740 - Vending Machine Repairer Helper	11.28

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.